



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

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OPNAVNOTE 5430
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OPNAV NOTICE 5430

From: Chief of Naval Operations

Subj: CHANGE TO THE ORGANIZATION OF THE OFFICE OF THE CHIEF OF
NAVAL OPERATIONS, DEPUTY CHIEF OF NAVAL OPERATIONS
(MANPOWER, PERSONNEL, TRAINING, AND EDUCATION) (N1/NT)

Ref: (a) OPNAVINST 5430.48D
(b) OPNAVINST 5450.169D
(c) OPNAVINST 5450.171C

Encl: (1) Officer Community Management, Enlisted Community
Management, and Quota Management functions transferred
to Navy Personnel Command

1. Purpose. To announce changes to the organization of the
Office of the Chief of Naval Operations (OPNAV), Deputy Chief of
Naval Operations (Manpower, Personnel, Training, and Education)
(CNO (N1/NT)) with regard to officer and enlisted community
management, quota management, and retention analysis.

2. Background

a. In order to facilitate the streamlining of career
management processes in the Navy, the CNO (N1/NT) has determined
that the Officer Community Management office in CNO (N131) and
the Enlisted Community Management office and Quota Management
office in CNO (N132) will better serve the Navy as part of the
Navy Personnel Command's Officer Distribution Division and
Enlisted Distribution Division, respectively.

b. Within their individual communities, the Officer
Community Managers and the Enlisted Community Manager Branch at
Navy Personnel Command will provide controls over the community
strength and mix of officer and enlisted in the Navy by
controlling the numbers of accessions, school quotas,
advancements, retention, high-year tenure, and retirements and
related policy. This new structure establishes clear lines of

authority for officer and enlisted community management functions performed within the Navy Personnel Command. Responsibility for overall Navy strength planning, promotion and advancement policy, and professional development requirements policy remain the responsibility of CNO (N13).

3. Organization Changes. Effective immediately:

a. The officer community management functions of CNO (N131) are aligned to the various officer distribution divisions in Commander, Navy Personnel Command (COMNAVPERSCOM) (PERS 4). The title of CNO (N131) is changed from Officer Plans and Career Management Branch to Policy Coordination and Special Programs Branch.

b. Enlisted community management functions of CNO (N132) are aligned to the Enlisted Distribution Division, in COMNAVPERSCOM (PERS 40). The title of CNO (N132) is changed from Enlisted Plans and Career Management Branch to Force Shaping Plans and Policy Branch.

c. CNO (N136), Retention Programs and Analysis Branch is disestablished. Functions of CNO (N136) are aligned to COMNAVPERSCOM.

(1) Officer retention analysis is aligned to COMNAVPERSCOM (PERS 4).

(2) Enlisted retention analysis is aligned to COMNAVPERSCOM (PERS 6).

d. Enclosure (1) identifies the functions transferred from CNO, Military Personnel Plans and Policy Division (N13) to COMNAVPERSCOM.

4. Action

a. CNO (N1/NT) will revise the Military Personnel Plans and Policy Division (N13) mission and function statement to reflect the organization changes described in paragraph 3 of this Notice.

b. Chief of Naval Operations (DNS) will revise reference (a).

c. COMNAVPERSCOM will:

(1) Within 60 days of the date of this Notice, review and revise, as necessary, its mission, functions, and tasks statement to reflect the functions aligned from CNO (N13) as a result of this Notice. Revisions to the mission, functions and task statement should be submitted to CNO (DNS) per references (b) and (c).

(2) Within 180 days of the date of this Notice, coordinate with CNO (N1/NT) to review and revise, as necessary, pertinent directives to reflect the alignment of functions described in this Notice.

5. Cancellation Contingency. When contents are incorporated into the next edition of reference (a).

A. E. RONDEAU
Vice Admiral, U.S. Navy
Director, Navy Staff

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**OFFICER COMMUNITY MANAGEMENT, ENLISTED COMMUNITY MANAGEMENT AND
QUOTA MANAGEMENT FUNCTIONS TRANSFERRED TO NAVY PERSONNEL COMMAND**

(Note: Functions described below (specifically #s 2, 4, 5, and 6) for Officer and Enlisted Community Management reflect responsibilities assigned to officer and enlisted community managers for their individual communities only. Overall Navy strength planning, promotion and advancement policy, and professional development requirements policy remain the responsibility of Chief of Naval Operations (CNO (N13)).

1. Coordinates specific community management functions including the following: career path progression, inventory levels, billet requirements, promotion and screening opportunity, accession and strength planning, subspecialty and joint requirements, officer professional development, retention, and incentives programs. (Transferred from CNO (N131) to COMNAVPERSCOM (PERS 4) (various organizations))
2. Develops and monitors policies concerning enlisted programs involving professional development and overall career force maintenance. (Transferred from CNO (N132) to COMNAVPERSCOM (PERS 4011))
3. Determines requirements, formulates, and publishes "C" School Plan; acts as Quota Allocation Authority for "C" school courses; monitors execution of CNO plans; and reconciles requirements with capabilities and resources. (Transferred from CNO (N132) to COMNAVPERSCOM (PERS 4011))
4. Collects and manages retention and attrition data. (Transferred from CNO (N136) to COMNAVPERSCOM (PERS 4) (officer) and COMNAVPERSCOM (PERS 63) (enlisted))
5. Analyzes retention and attrition-related data. (Transferred from CNO (N136) to COMNAVPERSCOM (PERS 4) (officer) and COMNAVPERSCOM (PERS 63) (enlisted))
6. Disseminates retention and attrition-related data, information, and analysis. (Transferred from CNO (N136) to COMNAVPERSCOM (PERS 4) (officer) and COMNAVPERSCOM (PERS 63) (enlisted))
7. Operates and maintains the CNO's Career Information Team. (Transferred from CNO (N136) to COMNAVPERSCOM (PERS 63))